

City of Alameda
Benefits/Contract Provisions by Bargaining Unit

BENEFIT (all amounts are monthly)	IBEW
TERM of CONTRACT	1/1/05 - 12/31/08
Flexible Benefits Amt for Health eff. 1-1-2010 <div style="text-align: right; margin-right: 50px;"> O-Party 1-Party 2 Party 3+ Party </div>	\$230.00 \$577.33 max No cash back \$1,154.66 max No cash back \$1,501.06 max No cash back
Flexible Benefits Increase formula for health	Up to BlueShield premium for coverage level, no cash back if enrolled in health care
Dental Coverage Cost Eff 1-1-2010	\$2000 pp/yr. \$2000 pp ortho life 80% coverage 50% ortho \$84.06
Life and AD&D Coverage Cost Eff. 1-1-2010	\$50,000 \$9.00 (\$.18/ \$1,000)
LTD Coverage Cost eff. 1-1-2010	2/3 salary to \$1667 / month .42% salary w/ \$10.50 max (\$2500 salary cap)
EAP Benefit Cost eff. 1-1-2010	10 visits per issue per year City Paid @\$3.15 per month
Deferred Compensation	Employee paid
Management Incentive Pay	
RETIREMENT PERS Formula <div style="text-align: right; margin-right: 50px;"> City Cost Ee Contr. (*) </div>	2 % @ 55 12.693% Eff 7/1/10 7% Options: 1 yr. Final comp; Post ret.
RETIREMENT Health effective 1/1/2010	\$94.50/ month City contr.
RETIREMENT Dental	None
SICK LEAVE	Pre 2/85: 20 days/yr + 1 day/mo Post 2/85: 1 day per month

(*)The City of Alameda does NOT pay for employee's PERS contribution. However, the 7%(Misc)/9%(Safety) employee contribution amount is included in salaries.
Rev. 09/20/2010

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	1 day off if < 5 sick days
HOLIDAYS	
Observed	10 days
Floating	3.5 days
Holiday Pay	
SDI (employee paid) cost eff. 1-1-10	n/a
FUNERAL Leave	3 days
VACATION LEAVE	
Accrual	
1yr:	10 days
2yrs:	10 days
3yrs:	10 days
4yrs:	10 days
5yrs:	15 days
6yrs:	16 days
7yrs:	16 days
8yrs:	17 days
9yrs:	17 days
10yrs:	18 days
11yrs:	18 days
12yrs:	19 days
13yrs:	19 days
14yrs:	20 days
15yrs:	20 days
16yrs:	20 days
17yrs:	20 days
18yrs:	20 days
19yrs:	20 days
20 yrs:	20 days
21yrs:	21 days
22yrs:	22 days
23yrs:	23 days
24yrs:	24 days
25+yrs:	25 days
Vacation Maximum	Annual accrual + 2 weeks
NEGOTIATED	6/25/06: 2%
INCREASES	1/7/07: 2% + 1% 1/6/08: CPI of 2-4%
BILINGUAL Pay (Only certified employees are eligible)	\$42.00 per month

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